Benefits Spotlight
IRS changes, ING Provides Solutions

IRS tax regulations are changing again and so is the District's third party administrator for the tax-deferred 403(b) Plan. The IRS changes affect:

1. The investor/employee
2. The plan sponsor, the employer
3. Investment firms accepting your contributions

Effective January 1, 2009, planwithecse® an (ING product) will become the third-party administrator of the tax deferred plans. The change from Envoy Plan Services to planwithecse® is tri-fold. With the transfer of service we intend to provide:

- As many tax-deferred investment options as currently available
- Choices free of administrative charges from the third-party administrator
- Access to major highly popular mutual funds/annuity products (from Fidelity, Vanguard, American Funds, TIAA CREF and more)

With the onset of the IRS-imposed regulations, some investment firms who have historically been part of the 403(b) tax-deferred world are exiting the 403(b) business. Other companies will allow access through the mega platform. A mega platform is a mutual fund company which offers numerous mutual fund choices in a variety of risk families. For example, Vanguard (along with 1500+ other mutual funds) will be available through FTI Fundchoice.

The IRS-required Information Sharing Agreements have been forwarded to current vendors. Continue to visit the website for updates.

Special Meetings
Noontime Workshops

<table>
<thead>
<tr>
<th>Time:</th>
<th>12:00 – 1:30</th>
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<tbody>
<tr>
<td>Dates:</td>
<td>December 12/9, 10, 11</td>
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<tr>
<td>Location:</td>
<td>District Office</td>
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Professional Development Day:

<table>
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<tr>
<th>Time:</th>
<th>12:00-1:30</th>
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<tbody>
<tr>
<td>Date:</td>
<td>January 13, 2009</td>
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<tr>
<td>Location:</td>
<td>District Office</td>
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- or -

Schedule your personal appointment

Can't attend a meeting? Schedule your personal appointment with the District's new partner for tax-deferred planning services:

1. Call ING Representative, Doug Lytton at 760 855 8728 or
2. Email doug.lytton@ingfa.com,

If you are currently affected by the changes to the vendor selections, you will receive a notice to your home address during the week of December 1, 2008. You will have until January 13, 2009 to select a new vendor.